

Anti-Bullying Policy

Policy Number: HBS027

Governor Committee: Pastoral

Author: FJM

Owner: Fergal Moane

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Policy Review

This policy will be reviewed in full by the Governing Body no less than annually.

The policy was last reviewed and agreed by the Governing Body on 14/06/2022
It is due for review in 24 months from the above date.

Signature _____

Date _____

Head Teacher

Signature _____

Date _____

Chair of Governors

In this document, the term 'bully' is taken to include both individuals and groups.

1. Introduction

The vast majority of members of our school community are friendly and considerate but, from time to time, incidents of bullying do occur. The School's aim is to work towards an environment in which no bullying takes place and to reinforce the view that bullying in any form is unacceptable. If bullying is detected then those who are bullied will be supported; those who bully others will receive an appropriate combination of counselling and punishment.

2. What bullying is

A definition of bullying offered by the Department for Education is that:

"Bullying is the wilful, conscious hurting, threatening, frightening or distressing of someone else, by a pupil who has some sort of power over the victim.

3. Examples of bullying might be:

An older or stronger child bullying a younger or weaker one.

A group of pupils bullying a single child.

The systematic victimisation of a pupil or deliberate/casual mistreatment. In some cases the victim will be known to the bully but not always.

Such victimization or mistreatment may take the form of

- name-calling
- teasing of a destructive nature
- insulting of the pupil or members of his family
- spreading false rumours
- ridiculing of the pupil in any way
 - cyber-bullying i.e. using technology such as social media sites, mobile phones or gaming sites
 - homophobic bullying i.e. behaving or speaking in a way that makes someone feel bullied because of their actual or perceived sexuality
- alienation or isolation of the pupil
- extortion of money or property
- damaging, destroying or taking away the victim's property
- acts of aggression or physical abuse on whatever scale
- other malicious acts
- inciting of others to indulge in any of the above
- standing by and doing nothing whilst knowing that any of the above is happening or has happened
- other threats.

4. The School's attitude towards bullying

The School will not accept bullying of any kind.

Pupils and their parents are encouraged to report all allegations of bullying to the School. Normally this would be by phone or email to the Form Tutor.

All pupils are clearly informed of the School's policy on bullying and the action likely to be taken; this is done in tutor periods, PSHE sessions and assemblies.

All boys will receive teaching and guidance on bullying and how to deal with it.

All alleged acts of bullying will be investigated.

5. The School's care of victims

The relevant Tutor and Head of Year will be informed of cases of bullying and will be especially aware of pupils who are frequent victims. The Special Educational Needs Co-ordinator, the Receptionists, the Attendance Improvement Officer (AIO) and, in certain cases, the School Nurse, will also be notified. Other teaching staff will be informed via briefings or memoranda.

Pupils who are frequent victims of bullying will be advised on strategies for minimizing its occurrence.

Provision will be made for such boys to have ready access to a safe haven during non-teaching times.

The school liaises with feeder Primary Schools to ensure a safe and secure transition to HBS for Year 7 pupils; this transition includes a focus on students who have been or might be victims of bullying.

6. The School's treatment of bullies

All acts of bullying will be regarded as serious offences.

All cases of bullying will be recorded on SIMS.

The parents of the bully will be informed of the nature of the offence and the action to be taken by the School.

Pupils found to be bullying will receive counselling where appropriate.

Pupils found to be bullying will face serious action including the possibility of exclusion. The level of the punishment will be decided by the relevant Head of Year in consultation with the Senior Leadership Team.

7. Building on experience

The School will continue to seek strategies for preventing bullying in its community both through positive teaching and, where necessary, through firm use of the system of sanctions. The School will attempt to learn lessons from other quarters where effective strategies have been found.